

MP White Letter 13.96

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CMC

WHITE LETTER NO. 13/96

From: Commandant of the Marine Corps
To: All General Officers
All Commanding Officers
All Officers in Charge

Subj: SEXUAL HARASSMENT AND FRATERNIZATION

1. The recently publicized incidents of sexual harassment and sexual misconduct, as well as the disappointing results of the 1996 Marine Corps Equal Opportunity Survey and the 1995 DoD Survey on Sexual Harassment, are painful reminders that we are not doing all we can to eradicate this unprofessional and unacceptable behavior from our ranks. Let me make this clear--these actions are fundamentally inconsistent with our core values and ethos.
2. We do not need any more indicators to tell us that now is the time to take a hard look at our policies--concentrating on how we communicate and enforce them. The solution to any potential problem lies in good leadership. Review MCO 5300.10A, MCO P5354.1C, and the fraternization policy in the Marine Corps Manual, and personally assess the potential for problems in your command. Review your sexual harassment training and its effectiveness. In addition, assess how you are communicating Marine Corps policies on sexual harassment and fraternization down to the lowest level and the effectiveness of such communication.
3. Marines should not be hesitant to report incidents of sexual harassment or discrimination of any kind. I want to make sure everyone knows there are people and services both within the chain of command and on base available to assist.
4. It is our responsibility to ensure that all Marines are treated with dignity and respect. As Commandant, I believe the welfare of our Marine family is my greatest responsibility and essential to maintaining the nation's premier force in readiness to answer the call to arms. This is a leadership issue which requires every commander's attention.

C. C. KRULAK